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UFL NEWS

A Newsletter of the University Federation of Librarians, Berkeley Campus, AFT Local 1795
Representing librarians at the University of California, Berkeley

April 1989 | Editor: Lillian Castillo-Speed | Volume 3 No. 1

BURNING ISSUES STILL WITH US

As we begin our third year of the UFL NEWS let's look back on the issues that have concerned UCB librarians and which we have tried to bring to your attention: parking, flexible use of time, the opening of personnel files, professional development funding, the holiday shutdowns, classification of librarian positions, layoffs, unwritten work rules, VDT safety, union membership, childcare and parental leave, health and safety for librarians, salaries. The underlying thread that links these concerns is the status of librarians at UC. The Union exists to ensure that librarians are treated as academic appointees. Its other purpose is to ensure that librarians have the same rights to which all workers are entitled. The Union maintains its position that librarians have the right to adjust their work schedules as they see fit as long as work assignments (such as reference desk duty) are covered. We also keep our eyes open for instances of poor health and safety conditions for librarians. The long months at the bargaining table for the last reopeners provided an opportunity for us to make clear to the UC negotiators that we were serious about career status for librarians and about the essential role librarians play in the life of the University. But the struggle continues and we need your help. Please come to the open meetings we will be holding on a regular basis. If you are not a member, we may persuade you to join. Remember, these burning issues affect you whether or not you are a Union member. By joining the Union, however, your voice will be heard.

NEW CONTRACT ON THE BLOCK

Sporting a mustard yellow jacket there's a new contract for librarians in the bargaining unit which you should have received by now. The Memorandum of Understanding, University of California and University Federation of Librarians, University Council-American Federation of Teachers, Professional Librarians Unit (December 22,1988-June 30, 1991) is the result of contract bargaining which began last May. This was a very tough round of negotiations. We made some gains, but there were definite losses. To summarize:

ARBITRATION GAINS: 1) Can select new arbitrators, and remove some whom our attorneys want off the list; 2) Extends to 45 days our time limit for filing to Arbitration.

GRIEVANCE GAINS: 1) Clarifies what is grieved under Memorandum of Understanding (MOU) and what is grieved under Academic Personnel Manual (APM). Can arbitrate if there is a disagreement; 2) Simpler process, 3 steps instead of 4.

GRIEVANCE LOSS: Limits bargaining unit access to articles added in the future to APM—we will have to negotiate to get into MOU.

LAYOFF GAINS: 1) Tighter definition of Layoff; 2) 90 day notification for Librarian and union (formerly 60 for Librarian) 3) Reemployment rights start as soon as notified; 4) The Librarian has reemployment rights to the entire campus; 5) If a Librarian has Career Status, reemployment must be at same rank & step; 6) If a Librarian does not have Career Status, he/she does not lose reemployment rights if a lower rank/step job is turned down; 7) When determining whether a laid off Librarian is "qualified" for an open position, "local campus procedures" [that is, LAUC review] are used.

LAYOFF LOSSES: 1)The University determines layoff units. This means that each smaller branch, unit, or affiliated library is a layoff unit. This is especially troublesome at UCB and UCLA where there are many smaller units; 2) Means to avoid layoff are less extensive and apply only within the layoff unit. (See list "Current Units of Layoff for Librarians, June 1, 1988")

SALARY: Librarians will receive range adjustments at the same time they are given to other academic employees and the adjustments will be at approximately the same percentage funded by the 1988-89 Budget Act for UC.

OPEN MEETINGS

In order to keep librarians on campus informed about union activities and campus concerns and to encourage discussion the Executive Board of Local 1795 will hold four open meetings per year. The first one this year will be on Thursday, April 27 at Room 322 Doe Library at 12 noon. These meetings are open to all librarians on campus who are in the librarian bargaining unit, whether or not you are actually a member of the union. We would really like to see YOU there. Please plan to attend.

By the way, the Executive Board has also set up its meetings for this year. We will meet the second Thursday of each month at 321 Doe at 12 noon. Union members are welcome to attend, although these are board business meetings.

SAME FACES, SAME NAMES

Speaking of the Executive Board, the election results are in for officers for 1989. Guess what? They are the same officers as last year and they are listed on page 2 of this newsletter. Thank you for the vote of confidence. (But we do need and want different faces on the Board—we ask all of you to seriously consider becoming more actively involved) We are ready to listen to your needs. With your participation we can make Local 1795 stronger than ever.

UCB PARKING PREDICAMENT

Beginning Fall 1989, a far-reaching transportation and parking plan for the campus may be implemented that will attempt to lure faculty, staff, and students away from their cars and into using public transportation or van/car pools to commute to campus. To offset the dramatically increased parking fees and the loss of several central campus lots, commuters will be offered transit pass subsidies, rideshare incentives, released time from work, and increased shuttle bus services.

The latest version of this plan titled, "New Directions in Transportation," was released February 15 by administrative officials. Four campus meetings were held to discuss the proposal. Staff expressed concern over the reduction of central campus parking, the establishment of parking areas further from campus, and parking fee increases. (See list "Lot Closures/Space Gains") Staff who will be most affected by the plan are those who need to have ready access to their cars during the day. Many of this group include working mothers who need their cars to meet childcare obligations or emergencies. They will not be able to take advantage of transit subsidies or the lower rates at satellite lots. There was also a concern that many parking spaces will be lost to new landscaping, a decision that was made by the administration. In addition, there were questions about whether granting 15 minutes per day released time to compensate for satellite parking is realistic and if the shuttle bus to and

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UFL News is produced by the Executive Committee of the University Federation of Librarians, Berkeley Campus, AFT Local 1795, a part of University Council-AFT, representing Faculty, Librarians and Academic Researchers of the University of California.

Members of the Executive Committee are:

President
Susana Hinojosa
Moffitt Library
Vice-President
Roy Ortopan
Catalog Department
Secretary-Treasurer
Phoebe Janes
Moffitt Library
Members-at-Large
Ken Logan S/SEA Library
Bill Whitson Moffitt Library
Lillian Castillo-Speed Chicano Studies Library

Central Labor Council Representatives
Charles Shain Environmental Design Library
Laurel Burley

from satellite lots would run often enough.

All staff should take time to read this report. Copies are available at Doe and Moffitt reference desks or from campus planning. – Beth Sibley, Moffitt Library.

Correction: In the last issue of this newsletter in the article "New Parking Directions" we stated that Catherine Cortelyou was a member of the New Directions Work Group. Catherine reminded us that this was not so. The members are: Dorothy Walker, Virginia Penikis, Derry Bowles, Ellen Stetson, Sharon Bonney and Gail Murray. – Editor

ETHNIC STUDIES LIBRARIES LEFT OUT IN COLD

Joyce Harlan of the Labor Relations office received a letter from our Local President Susana Hinojosa notifying her of objectionable working conditions at the temporary site of the Ethnic Studies Libraries. The letter was dated March 4 and mentioned erratic custodial support, lack of proper security, lack of heat during the cold winter season, noisy air blowers, no drinking water, and the lack of mail delivery. These conditions have existed since the middle of October 1988 when the first two libraries moved to the Berkeley Tower building in downtown Berkeley. Just before the letter was sent out Facilities Management was in the process of alleviating these problems. Since March 4 most of the problems have been solved. Mail delivery began on April 11. A problem with building security remains: the librarians have requested locks and keys for the libraries that cannot be accessed by the building master key. As of now all locks in the building can be opened with one key. The Union is monitoring these conditions.

UCI INVESTIGATION

According to two news articles which appeared in the *Orange County Register* on March 7 and March 10, racism in the treatment of library patrons and bias in hiring and promoting of minority librarians has been alleged at the UC Irvine library. UCI officials in the office of Executive Vice-Chancellor Chang-Lin Tien are conducting an investigation to determine if there is any truth to complaints about unfair job evaluations and to charges of racism. Tien was quoted as saying that it is "totally indefensible that we have no Latino or Chicano librarians and only one black." Two black librarians have recently left the university and an Asian librarian is preparing to leave. Two days after the first article appeared the affirmative action committee of the UCI academic senate announced that it would conduct its own review of the complaints. The complaints include allegations that employees in the public service and reference areas of the library mimicked the mannerisms of Asian and Middle Eastern patrons after they walked away from the desk. Gary Adest, Executive Director of UC-AFT, will write a letter to President Gardner asking for an investigation of the charges of racism at UCI.

TA STRIKE SUPPORTED BY UFL

On Wednesday April 6, 1989 the Association of Graduate Student Employees (AGSE) voted to strike the University that refuses to recognize it. Strike preparation and planning are underway. Other unions including the UFL Local 1795, the AFT Local 1474, AFSCME, the United Auto Workers and the Teamsters Union have offered support for the strike. Our Librarians' AFT Local 1795 supports the actions of the graduate students but are constrained by Article XXVII-B of our contract from actually striking: "...there shall be no concerted activities which would interfere with the operations of the University nor any strikes." Any further support requested from AGSE will be discussed fully by the Local.

SPRING ACTION '89

The California Labor Federation, AFL-CIO, as well as the California Federation of Teachers officially endorsed the Spring Action '89 march on Sacramento to call for educational rights. Spearheaded by the student groups Movimiento Estudiantil Chicano de Aztlán (MEChA), African/Black Student Statewide Alliance (A/BSSA), and Asian Pacific Islander Student Union (APSU) the event took place on April 10, 1989. The groups are advocating the adoption of an Education Rights Act which will ensure that all young people in California get a quality education. Statistics show that young

people of color are not getting that education. The Education Rights Act calls for increased funding for community colleges, an Ethnic Studies graduation requirement, increased financial aid in the form of grants, anti-racism clauses in all student conduct codes, expansion of remedial courses, increased EOP special admissions slots as well as affirmative action for graduate students, staff, faculty and administrators.

LATERAL PROMOTIONS

The following letter was sent in response to a request for information on so-called "lateral promotions." A lateral promotion moves a librarian up a step in rank but does not bring an increase in salary. For example, a librarian can go from Associate Librarian VI to Librarian I without an increase in salary. We expect and hope that LAUC will consider this issue or at least report statistics on these promotions along with other LAUC statistics. The issue was raised when there was a perception that the Berkeley campus was generating more of these promotions than other campuses.

UNIVERSITY OF CALIFORNIA

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DAVID GARDNER
President

PEACHEE W. BRADY
Senior Vice President
Administration

OFFICE OF THE PRESIDENT
BERKELEY, CALIFORNIA 94720

Employee and Labor Relations
March 21, 1989

Ms. Miki Goral
University Council - AFT
11625 Kiowa #4
Los Angeles, CA 90049

Information Request Regarding "Lateral Promotions"

Dear Miki:

I appreciate your patience regarding this information request. The following is the University's response to the UC-AFT's information request regarding so-called "lateral promotions".

1. The only campus which has moved some librarians from the Associate rank to the Librarian rank without a salary increase is the Berkeley campus.

2. No campus, including Berkeley, has moved a librarian from the Assistant to the Associate rank without a salary increase.

The Berkeley campus informs me that the cost estimate to prepare the list of names of those librarians who have been moved from the Associate rank to the Librarian rank is $314.40. It is estimated that it will take approximately 20 hours of work between the Library Personnel Office and the Academic Affairs Office to research this information for the period of the previous five years. Your request was not specific as to time frames, but five years was used as a reasonable number to make an estimate.

If you have any further questions, please contact me. If you wish to proceed with the information request, I will need an advance payment for the work.

Sincerely,

Jeffery Frumkin
Principal Analyst
Office of Labor Relations

cc: Senior Analyst Harlan

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TO:

University Federation of Librarians
AFT Local 1795

Open Meeting

Time: Thursday, April 27
Location: Rm. 322, Main Library

Funding for Professional Activities

Comfortable Staff Lounge

Local 1795 Executive Committee members will be present to discuss current union activities and concerns.

Please come and let us know what issues and problems are of concern to you or other UCB librarians!

Merit and Promotion Procedures

12 NooN

Flexible Schedules

Workload

Parking

CURRENT UNITS OF LAYOFF FOR LIBRARIANS, JUNE 1, 1988

BERKELEY

-Cooperative Services
  Library Personnel Office*
  Librarian's Office
  Fiscal and Support Services
  Acquisitions
  Serials
  Bibliographic Services Dept.
  Circulation

-Bancroft Library
-Catalog
-Collection Development and Reference Services
-Conservation
-East Asiatic Library
-Humanities/Social Sciences
  Libraries/Government Documents
-Moffitt Undergraduate Library
-Science Libraries
-Systems Office
-Each Affiliated Library is a separate and distinct unit

*No bargaining unit employees

DAVIS

-General Library
-Law Library
-Intergovernmental Affairs
-Bodega Bay

IRVINE

-UCI Library

SAN FRANCISCO

-UCSF Library
-Langley Porter Library

SANTA BARBARA

-UCSB Libraries

SANTA CRUZ

-UCSC Libraries

LOS ANGELES

I. Layoff units for libraries and library departments funded through and administered by the University Library:

-URL Reference, Serials, Public Affairs Service, Technical Services, Special Collections Department; College Library; URL Bibliographers; Preservation Services; Library Administration; Map Library; Task Force
-Biomedical Library
-Engineering and Physical Sciences Libraries
-Fine Arts Libraries
-Oriental Library
-Management Library
-Education and Psychology Library; University Elementary School Library
-Orion User Services

II. Layoff units for libraries and library departments not administered by nor funded through the University Library:

-Afro American Center
-Law Library
-Clark Library
-American Indian Center
-Chicano Studies Center
-ERIC Clearinghouse
-Ethnomusicology Center
-Film and Television Archives
-Graduate School of Library and Information Science
-Institute for Social Science Research
-Latin America Center
-Special Case – Water Resources Center

RIVERSIDE

-Eighteenth Century Short Title Catalogue (does not report to University Librarian)
-Sciences Division
-Rivera Library

SAN DIEGO

-UCSD Libraries

LOT CLOSURES

Site	# Spaces	Permit Type	Change Date
Agriculture	76 self	Central Campus	3/-5/89
	28 attend	Central Campus	
	7 self	Dept. Reserve	
	4 self	Motorcycle	
T-Lot	61 self	Resident Hall	Sometime in 1989
Stern	33 self	Resident Hall	Feb. 1989
	3 self	Central Campus	
Lot 6 E/W	88 self	Student Fee Lot	Feb. 1989
	22 self	Student Fee Lot	
Lot 9	47 self	Student Fee Lot	Feb. 1989
	20 attend	Student Fee Lot	
Hearst Lot	24 attend	Student Fee Lot	Feb. 1989
Berkeley Way	26 self	Central Campus	Jan. 1, 1989
	10 attend		
NorthGate	38 self	Central Campus	June 1989
	1 self	Depart. Reserve	
	1 self	Disabled Person	
	1 self	Motorcycle	
	3 self	Other	
Observatory Hill	7 self	Department Reserve	Jan 1989

SPACE GAINS

Site	# Spaces	Permit Type	Date
Banway	29	Central Campus	Sept. 1988
Biogenetics	437	Central Campus and various others	Aug. 1989?
Marchant	130?	Faculty/Staff	March 1989
University Hall	125	Central Campus and various others	March 1989
Hibernia Bank	31	Faculty/Staff	Sept. 1988